# Q4 2016 REVIEW OF HIGHLY SKILLED AND INELIGIBLE LISTS OF EMPLOYMENTS

## SUBMISSION FORM

**The information you provide below is important to the review process. You are encouraged to be as specific and detailed as possible when providing information.**

### Date of submission

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| [Please note the closing date is 7 October 2016] |

### Who is this submission on behalf of?

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| Provide name of individual, firm or organisationProvide contact detailsBriefly describe the main activity and characteristics of the organisation making the submission [not required for Government Department/State Bodies] |

1. **What occupation does this submission refer to?**

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| Occupation job titleWhat status do you propose for this occupation?  * For inclusion on HSEOL * For removal from HSEOL * For inclusion on ICEL * For removal from ICEL   \*Tick one option as appropriate |

1. **Reason for proposed change of status:**

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1. **Consultation**

Have you consulted with, or are you aware if there has been any consultation with, your industry representative body on this issue? [Please complete if you are a private individual.]

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1. **Training and industry initiatives**

The Department must be satisfied that the industry is committed to fully utilising the domestic/ EEA labour market before industry considers employing non-EEA nationals. Your submission should include information on any demonstrated industry commitment to training and industry initiatives to enhance domestic/EEA recruitment that you are aware of, specifically:

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| To your knowledge, what steps are being taken by industry and employers in the short term and long term to address this shortage? |
| Are you aware of initiatives by the sector to upskill the resident population or plans by industry representatives to engage with education and training providers in ensuring that the sector's skills needs are met? |
| Are you aware of the education and training initiatives and programmes that currently exist? If yes, why is the graduate output not sufficient to meet your sector’s needs eg quality of graduates? quantity? geographic mobility? |
| Does your industry have an agreed skills plan? ie a plan for upskilling the current workforce and or potential workforce? If yes, describe the expected outcomes of the plan. If no, what plans are in place to develop one and within what timeframe? |
| Are you aware of measures taken by the sector to avail of the Department of Social Protection’s Employer Engagement Team to source qualified job seekers? If yes, please explain. Also please explain efforts made to recruit qualified EEA job seekers using for example Eures, Jobs Fairs, industry associations abroad, Jobs Ireland, etc. |

1. **Labour market conditions**

The Department must be satisfied that industry is committed to meeting its labour needs from the resident and EEA labour market, and that recourse to the recruitment of foreign nationals is only undertaken where a genuine skills shortage exists, rather than other factors relating to the conditions of the employment which should be addressed through means other than economic migration. Please provide any general information that you feel is pertinent in relation to your industry, eg. wage ranges for occupations where shortages occur, whether the perceived shortage is general to the occupation or only occurs at specific levels of experience, or for very specific expertise.

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1. **Wider economic factors**

Wider economic factors may have an influence on occupational shortages. For example are there reasons associated with productivity, innovation or competitiveness that you think the Department should take into consideration? Please provide evidence.

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**Thank you for participating in the review.**

**Please note that the information provided on this form will be shared with relevant Government Departments and State organisations. This is to promote an integrated approach to addressing skills shortages in the State.**